Navy Family Team Summit

Defense Department Advisory Committee on Women in the Services

9 May 2003

Mission First... Sailors Always

2002 Family Team Summit Background

- CNO Leadership Summit - December 2001
- Tasking - Increasing Family "Membership"
  - Appreciative Inquiry
  - FY02 Action
- Two Major Goals:
  - Open and ongoing dialogue with families
  - Viable "Family" pilot projects
- Summit Vision
- August 2002 - Southbridge, MA

2002 Family Team Summit Appreciative Inquiry

- **Facilitated interactions**
- **All Levels/Stakeholders represented**
  - **Equal input**
- **What do members value?**
  - **Positive/success oriented**
- **4 D Cycle:**
  - **Discovery**
  - **Dream**
  - **Design**
  - **Destiny**

2002 Family Team Summit Demographics

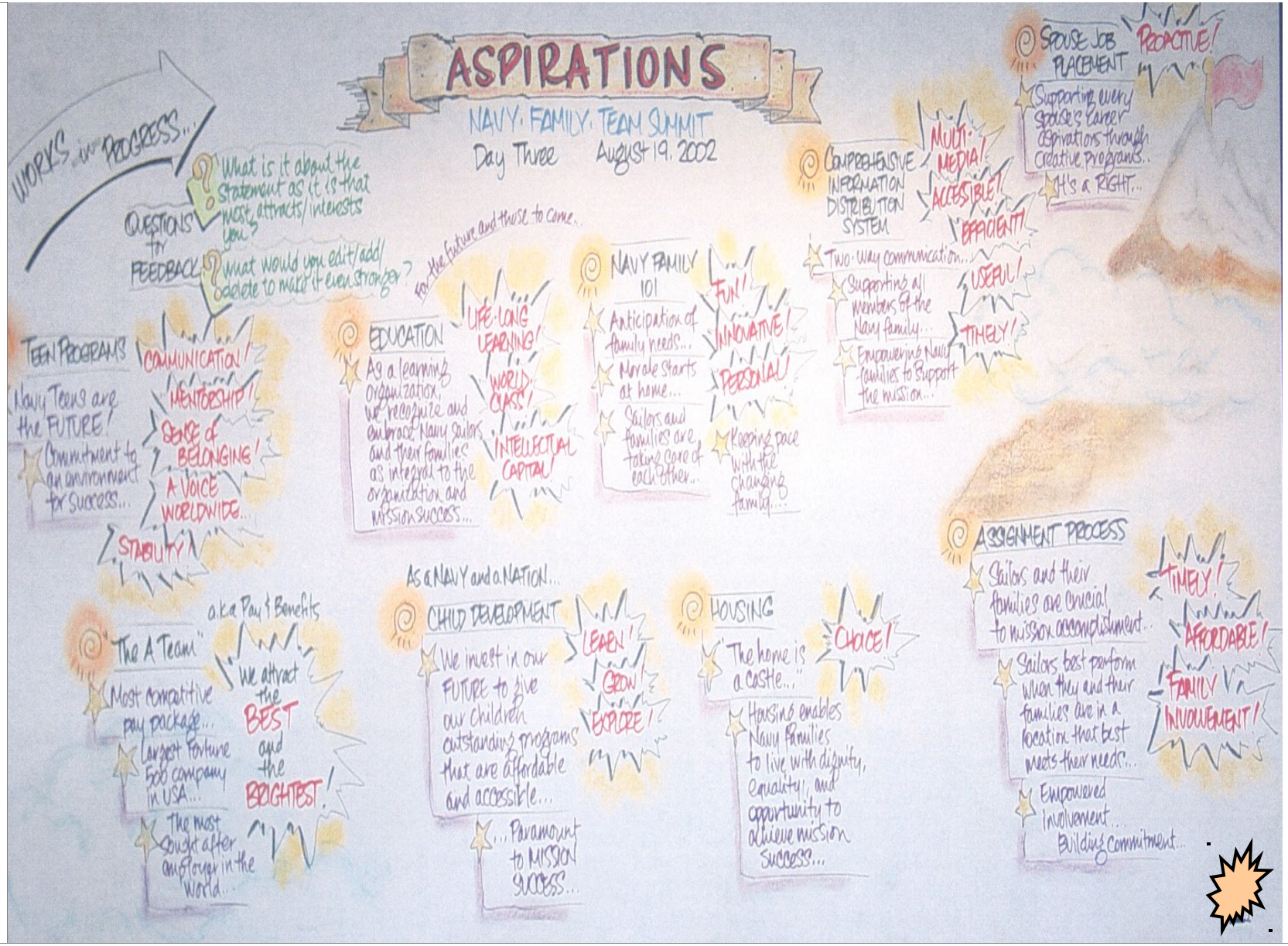
- 200 Attendees
- Senior Flag Officers to Junior Sailors
- Exceptionally Diverse Participants
  - Single Sailors
  - Spouses
  - Teens
  - Dual Military
  - EFM
- Program and Resource Managers

2002 Family Team Summit Getting Started

- All issues and potential projects identified
- "Opportunity Mapping" - grouping
- 9 Pilot Project areas
  - SME's assigned
  - Voluntary groupings
- Each pilot project created an "Aspiration Statement"
  - Key element of success
  - Shaped and focused efforts

2002 Family Team Summit
9 Pilot Project Groupings

- **NINE MAJOR PILOT PROJECT GROUPINGS:**
  - **CHILD DEVELOPMENT**
  - **INFORMATION FOR NAVY FAMILIES & ORGANIZATIONS**
  - **WAYPOINTS - "NAVY 101" FOR FAMILIES**
  - **EDUCATION**
  - **HOUSING**
  - **SPOUSE JOB PLACEMENT**
  - **ASSIGNMENT PROCESS**
  - **TEEN PROGRAMS**
  - **PAY AND BENEFITS**


ASPIRATIONS
NAVY FAMILY TEAM SUMMIT
Day Three August 19, 2002
WORKS in PROGRESS...
QUESTIONS for FEEDBACK
What is it about the statement as it is that most attracts/interests you?
What would you edit/add/delete to make it even stronger?
for the future and those to come...
TEEN PROGRAMS
Navy Teens are the FUTURE!
Commitment to an environment for success...
COMMUNICATION!
MENTORSHIP!
SENSE of BELONGING!
A VOICE WORLDWIDE...
STABILITY
EDUCATION
As a learning organization, we recognize and embrace Navy sailors and their families as integral to the organization and mission success...
LIFE-LONG LEARNING!
WORLD CLASS!
INTELLECTUAL CAPITAL
NAVY FAMILY 101
Anticipation of family needs...
Morale starts at home...
Sailors and families are taking care of each other...
FUN!
INNOVATIVE!
PERSONAL!
Keeping pace with the changing family...
COMPREHENSIVE INFORMATION DISTRIBUTION SYSTEM
MULTI-MEDIA!
ACCESSIBLE!
EFFICIENT!
Two-Way communication...
Supporting all members of the Navy family...
Empowering Navy families to support the mission...
USEFUL!
TIMELY!
SPOUSE JOB PLACEMENT
PROACTIVE!
Supporting every spouse's career aspirations through creative programs...
It's a RIGHT...
As a NAVY and a NATION!...
"The A Team"
Most competitive pay package...
Largest Fortune 500 company in USA...
The most sought after employer in the world...
a.k.a Pay & Benefits
We attract the BEST and the BRIGHTEST!
CHILD DEVELOPMENT
We invest in our FUTURE to give our children outstanding programs that are affordable and accessible...
...Paramount to MISSION SUCCESS...
LEARN!
GROW!
EXPLORE!
HOUSING
"The home is a castle..."
Housing enables Navy Families to live with dignity, equality, and opportunity to achieve mission success...
CHOICE!
ASSIGNMENT PROCESS
Sailors and their families are Crucial to mission accomplishment...
Sailors best perform when they and their families are in a location that best meets their needs...
Empowered Involvement... Building commitment...
TIMELY!
AFFORDABLE!
FAMILY INVOLVEMENT!

2002 Family Team Summit
Maintaining Momentum

- **Post Summit Engagement**
- **Training for Pilot Team Leaders**
- **Coordinated SME's**
- **Follow-up correspondence with participants**
- **Website Management**
- **Briefing Leadership/Stakeholders**
- **Publicity**

2002 Family Team Summit Pilot Project Assessment

- **Assessed feasibility on critical parameters for each pilot**
- **Quarterly reporting**
- **Closure/turnover to process owner**

2002 Family Team Summit Most Viable Pilot Projects

- **Top 5:**
  - **Froze Childcare Fees - CY2003**
  - **Extended Childcare**
  - **Family INFO site in Customer Service Center**
    http://www.staynavy.navy.mil/
    866-UASKNPC - 866-827-5672
  - **Nationwide In-State Education Tuition Proposal**
  - **Training Curriculum for Career Family Milestones**

2002 Family Team Summit Summary

- **2002 Family Team Summit a Success**
- **Large Group Intervention bi-annually**
- **On target to complete 2002 outcomes by end of FY03**
- **Planning Stages of 2004 summit in process**

2002 Family Team Summit Quotes

"The Navy-Family-Team Summit was the best conference in my Navy Career" - *VADM Norbert Ryan, Chief of Naval Personnel*

"My husband is an active duty sailor. We work as a team. He basically left it up to me this time to decide whether we would reenlist. After participating in this Summit, I have made my decision. We are staying Navy!" - *Jerri Rouse, Active Duty Spouse, Summit Pilot Team*

"My Dad better get used to saluting me because I'm going into the Navy as an officer!" - *Michael Lamaster, 14-year-old, Team Teen member*

"I got to sit down next to a MCPON on one side and an Admiral on the other side and actually have them listen to what I had to say, because it matters here what I have to say." - *MASN Travis Ring*

"Interaction with movers and shakers - seeing the commitment